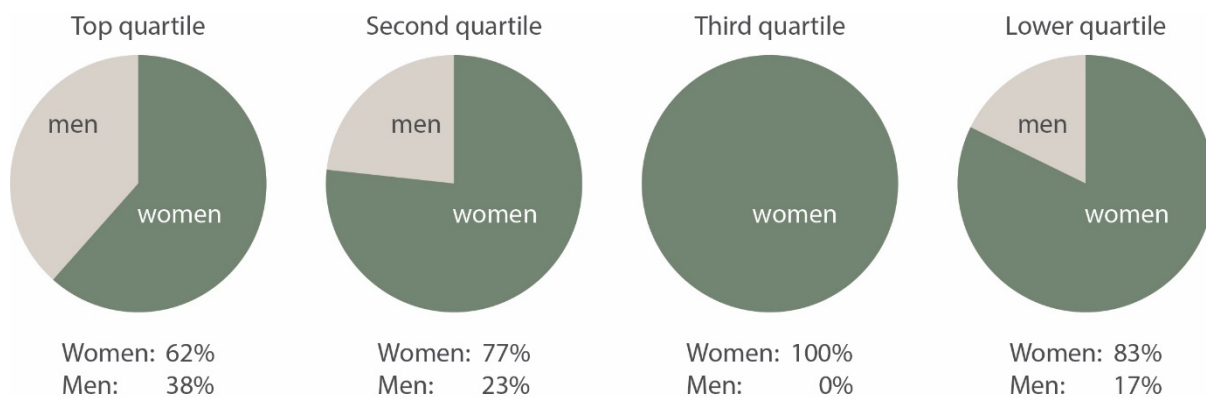


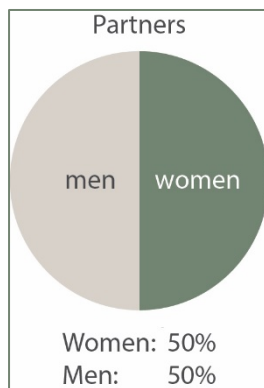
## Gender Pay Report

We are pleased to set out Barr Ellison's gender pay report. While it is not a legal requirement for us to do so, as a significant law firm in Cambridgeshire, ensuring gender equality and achieving gender balance is a priority for us. It is central to the long term success and sustainability of our business that we recruit, retain and promote exceptional talent. We work hard to remove any barriers that may prevent people from diverse backgrounds from realising their potential.

### Pay quartiles across the firm



### Partners & Bonus



Across the firm as a whole, women make up the greater part of the workforce in all areas. Women and men make up equal shares of the firm's Partners.

Barr Ellison seeks to be flexible in our approach to career paths offering all our people the opportunity to work in a flexible way throughout their careers.

Ensuring gender equality is everyone's responsibility. We are committed to providing fair and competitive rewards to all our people, irrespective of gender.



The gender balance is encouraging evidence that our efforts over the years to attract and retain women in more senior roles has paid off, to the benefit of the firm and our clients. The firm has paid particular attention to permit flexible working with a view to encouraging a sensible work-home life balance.

We conclude that we are confident that we pay men and women fairly for equivalent roles.

February 2018

*Elizabeth Deyong, Senior Partner*

